

GREATER LINCOLN WORKFORCE DEVELOPMENT BOARD



FIRST QUARTER

Program Year 2020
October 29, 2020, 10:00am

Board Meeting

Lancaster County Health Department, Lower Level
Room 212/213/214, 3131 O Street, Lincoln, NE, 68510 or via Zoom:
<https://lincolnne.zoom.us/j/6899253335>

ACCOMMODATION NOTICE

The Workforce Innovation and Opportunity Act is an equal opportunity program and auxiliary aids and services are available upon request to individuals with disabilities. The City of Lincoln complies with Title VI of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973 guidelines. Ensuring the public's access to and participation in public meetings is a priority for the City of Lincoln. In the event you are in need of a reasonable accommodation or access to language services in order to attend or participate, please contact the Director of Equity and Diversity, Lincoln Commission on Human Rights at 402-441-7624 as soon as possible before the scheduled meeting in order to make your request.

Leirion Gaylor Baird
Mayor

BOARD MEMBERS

Business Representatives

Tim Bornemeier

Fiserv
Chairperson; Executive Committee,
Chairperson

Carol Swigart

Hillaero Modification Center
Vice Chairperson; American Job
Center Relocation Committee,
Chairperson; Executive Committee
member

Julie Panko Haberman

Lincoln Electric System
Secretary; American Job Center
Certification Committee, Chairperson;
Executive Committee member

Ashley Krajewski

Fiserv
Executive Committee member

Rod Armstrong

AIM
Compliance and Accountability
Committee, Chairperson; Executive
Committee member

Jane Goertzen

Crete Carrier Corporation
Executive Committee member

Leon Holloway

Duncan Aviation

Sherla Post

Cornhusker Bank

Randy Sterns

IBM
Executive Committee member

Jessica Greenwald

INSPRO

Melissa Carpenter

Bryan Health

Diane Temme Stinton

TMCO, Inc.

Vacant

Vacant

Vacant

Education Representative

Dr. Paul Illich

Southeast Community College

Government or Economic or Community Development Representatives

Vacant

Nebraska Department of Labor

Jessica Bergmann

Nebraska Vocational Rehabilitation
Chairperson; Strategic Initiatives
Committee

Vacant

Lincoln Chamber of Commerce

Connie Daly

Nebraska Commission for the Blind
and Visually Impaired

Workforce Representatives

Steven Jones

Lincoln Central Labor Union

Chris Callihan

IBEW Lincoln Union #265

Ron Kaminski

Laborers International Union of North
America #1140

Joanne Pickrel

Goodwill Industries

Matt Scott

North Central States Regional Council
of Carpenters

Vi See

Community Action Partnership of
Lancaster and Saunders Counties

STAFF

Dylan Wren

Workforce Administrator

Andy Huls

One Stop Operator

Amber Knapp

Project Director

Tom Lannin

Fiscal Agent

Margaret Blatchford

City Attorney's Office

Shirley Carlson

Compliance Coordinator

Alyssa Martin

Mayor's Office

Cherisa Price-Wells

Regional Director

Agenda

October 29, 2020, 10:00 AM

Lancaster County Health Department, Lower Level Room 212/213/214, 3131 O Street,
Lincoln, NE, 68510 or via Zoom: <https://lincolnne.zoom.us/j/6899253335>

Tim Bornemeier, Chair
Leirion Gaylor Baird, Mayor

- | | |
|---|----------------------|
| 1. Call to Order | Tim Bornemeier |
| 2. Roll Call | Julie Panko Haberman |
| 3. Notice of Publication/ Open Meetings Act (page 5) | |
| 4. Approval of Minutes* (page 5) | Tim Bornemeier |
| 5. Announcements (page 9) | |
| 6. Consent Agenda* (page 9) | Dylan Wren |
| a. Implementation of Neworks Fiscal Module and ECM | |
| b. Policy Revision – Accessibility + Equal Opportunity and Non-Discrimination | |
| c. Policy Revision - Appeals Procedures for Program Participants | |
| d. Policy Revision - Rapid Response | |
| e. Level of Performance for PY20 & PY21 | |
| 7. Strategic Initiatives Committee (page 11) | Jessica Bergmann |
| a. Vision Initiatives* | |
| b. Effectiveness & Continuous Improvement* | Diane Temme Stinton |
| c. Regional Sector Strategies Closeout | Dylan Wren |
| d. Strengthening Community Colleges Grant | |
| e. H1- B Grant | |
| f. Portrait Project | |
| g. New Website Update | Connie Daly |
| h. American Job Center Relocation | Carol Swigart |
| 8. Compliance & Accountability Committee (page 21) | |
| a. Funding Agreements* | Dylan Wren |
| b. Request for Proposals – Service Provider Contracts* | Rod Armstrong |
| c. Financial Reviews and Corrective Action Plans | Shirley Carlson |
| 9. Operations (page 23) | |
| a. Enrollments | Cherisa Price-Wells |
| b. Expenditures | Tom Lannin |
| c. Direct-Aid | |
| d. Available Balance | |
| e. American Job Center | |
| 10. Upcoming Meetings (page 27) | Andy Huls |
| 11. Chairperson's Remarks | Tim Bornemeier |
| 12. Public Comment/ Adjournment | |

* voting by roll call required

Notice of Publication/ Open Meetings Act

Published October 16, 2020

The Greater Lincoln Workforce Development Board will meet on Thursday, October 29, 2020 at 10:00 a.m. at the Lancaster County Health Department, Lower Level Room 212/213/214, 3131 O Street, Lincoln, NE, 68510. The public may also attend the meeting via Zoom: <https://lincolnne.zoom.us/j/6899253335>. The agenda will be kept continually current and is available for public inspection at the principal office at 555 South 10th Street, Suite 361, Lincoln, Nebraska and online at: <https://lincoln.ne.gov/city/mayor/workforce/>. Agenda items will include operations report, request for proposals for service providers, relocation of the American Job Center, funding agreements, policy revision, budget review, approval of levels of performance, and monitoring review/corrective action plan.

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Approval of Minutes

**GREATER LINCOLN WORKFORCE DEVELOPMENT BOARD
BOARD MEETING
July 30, 2020 at 8:30 a.m.
Lancaster County Health Department, Lower Level Room 212/213/214
3131 O Street, Lincoln, NE
or via Zoom: <https://lincolnne.zoom.us/j.6899253335>**

Minutes

Board members present: Tim Bornemeier, Carol Swigart, Julie Panko Haberman, Randy Sterns, Diane Tamme Stinton, Leon Holloway, Chris Callihan, Matt Scott, Vi See, Jessica Bergmann, Connie Daly, Travis Beck

Members absent: Ashley Krajewski, Jane Goertzen, Jessica Greenwald and, Sue White; Rod Armstrong and Paul Illich via Zoom

Board Consultants:
Gary Targoff, Regional Planning via Zoom
Shirley Carlson, Compliance Coordinator

Equus Workforce Services Staff:
Debra Giordano, Workforce Solutions via Zoom
Andy Huls, Equus
Terry Eklund, Project Director, Equus
Cherisa Price-Wells, Regional Director, Equus
Lori Loseke, Account for Equus, via Zoom

City of Lincoln Staff:
Dylan Wren, Mayor's Office
Alyssa Martin, Mayor's Office
Margaret Blatchford, Law, via Zoom
Tom Lannin, Finance

The meeting was called to order at 8:33 a.m. by Tim Bornemeier, Chairperson who announced that the meeting was being conducted in accordance with the Nebraska Open Meetings Act. A copy of the Act was available in the meeting room. Notice of this meeting was published in the Lincoln Journal Star on July 18, 2020 and was posted on the City of Lincoln's website and on the Board's webpage.

Attendance was taken by roll call; thirteen (13) of the twenty-four (24) members of the Board were present (Bornemeier, Swigart, Haberman, Sterns, Temme Stinton, Holloway, Callihan, Scott, See, Carlson, Bergmann, Day, and Beck) which constituted a quorum. Krajewski, Goertzen, Greenwald and, White were absent. Rod Armstrong and Paul Illich attended via Zoom.

Approval of Minutes

Minutes from the July 18, 2020 Board meeting of the Greater Lincoln Workforce Development Board were reviewed. These minutes had been sent by email to the Executive Committee members previously and were posted on the City of Lincoln's and Board's webpages. Members indicated unanimous approval by voice vote and the motion passed approving the minutes.

Board Vacancies

Travis Beck has accepted a new position and will no longer be able to serve on the Board as the government representative. The Nebraska Department of Labor will nominate your replacement to the Mayor. Melissa Carpenter has resigned from the Board. The Mayor's office will fill both positions.

Operations Update

Andy Huls and Terry Eklund reported that the previous 3 fiscal years had areas of concerns. First concern was surveys and getting feedback from customers. American Job Center (AJC) has significantly increased surveys past fiscal year. AJC surveys are now more detailed to gather better data. Another concern is that they have made fewer referrals in the past fiscal year. AJC is working to improve referral process with a goal of increasing referrals. Improvements from this past fiscal year include Youth Saunders county enrollments, the Adult try out jobs. They did not meet the dislocated workers goals. Three main goals for improvement moving forward are performance, enrollments, and expenditures. Continuing staff development and mentoring initiatives.

Comments from the Board relating to concern about expenditures. Recommendation for AJC to take a hard look at expenditures. Terry Eklund suggests short-term training, such as CDL or certain health care training, is more effective for putting customers into jobs more quickly. Other concerns mentioned incarcerated population outreach and English as a Second Language (ESL) outreach. Eklund states that they are working to help those populations.

Board would like to see a plan about how the expenditures will be controlled in the future.

New Chairperson

Ashley Krajewski has asked to step down as chairperson for the Strategic Initiatives Committee. Any members who are interested in seeking this position are to see Tim Bornemeier or Dylan Wren after the meeting.

Vision Initiatives

Dylan Wren reported that they have been putting together initiatives for the year. They include supporting the employers, empowering the jobseeker, helping jobseekers with financial education, and improving digital services. This is an internal document to reference when making decisions.

A member comments that they should ask others in the community to help with this. Tim Bornemeier suggests that this is a takeaway for this meeting and that Dylan Wren get some more input and bring an updated Vision Initiative to the next Board meeting. Dylan Wren will email the document out to the members for their input and edits.

Motion to adopt a Vision Initiatives document by Tim Bornemeier and the motion was seconded. The motion passed by roll call vote 14-0.

Effectiveness and Continuous Improvement

Travis Beck reported that the Board is required to evaluate the effectiveness of the AJC and WIOA programs. In an effort to better evaluate the programs' effectiveness some of the ideas included using evaluators, called Secret Shoppers, who would be trained and sent into the AJC with specific tasks to evaluate the AJC as an average customer. AJC Best Practices would provide research and best practices relating to customer flow, referral processes, and other issues. Other options would be Focus Groups conducting short online surveys to assess staff and customer satisfaction, as well as employers that have utilized AJC services in the past. A Job Seeker Focus Group would collect feedback on services not evaluated in the Secret Shopper program.

Andy Huls reports that a Business Focus Group would be most helpful. Members had comments and questions relating to the various program options and how they may be helpful to the AJC and/or WIOA.

Motion to start the bidding process to evaluate the effectiveness of the American Job Center and WIOA Title 1B programs by Tim Bornemeier. The Board has been advised not to adopt a Request for Proposal (RFP).

Vi See moved approval; and motion was seconded. The motion passed by roll call vote 14-0.

A subcommittee will be formed. Any individuals who wish to be on that subcommittee are to speak with Tim Bornemeier or Dylan Wren.

Website Redesign

Connie Daly reported that the current website is inadequate and the board needs a new website with the goal of scheduling options and more interactive features. A decision relating to merging the Youth and Adult Dislocated Worker programs on the website needs to be made. Currently the Youth program website is separate.

Members had discussion relating to the various needs of the websites for both Youth and Adult services as well as Youth branding that has been promoted in the past.

Motion to start the bidding process to redesign the website and this will include the Youth program site. Travis Beck moved; Chris Callihan seconded the motion. The motion passed by roll call vote 14-0.

A subcommittee will be formed. Any individuals who wish to be on that subcommittee are to speak with Tim Bornemeier or Dylan Wren.

Monitoring Review

Rod Armstrong reported that the Compliance and Accountability Committee reviewed invoices for February 2020. There were some concerns relating to documentation for expenses. It has been discussed with Equus and they are working to make corrections. It is recommended that there is more accountability in following procedures. Rod Armstrong lists four specific recommendation from the Compliance and Accountability Committee.

The Compliance and Accountability Committee recommends:

1. Equus will have 15 business days from the provision of this report to respond to these findings with additional documentation. If information is not received within that time frame that supports removing the cost or allowing for more time to provide documentation, then the cost will be disallowed and appropriate correction to the ledger entries will be needed.
2. A corrective action plan must be submitted within 15 business days from the provision of this report that addresses the repeated mishandling of payments.
3. Equus will participate in monthly review of payments conducted by the fiscal agent and compliance coordinator until further notice.
4. All invoices being submitted must include a ledger breakout to identify specific expenses.

Members had discussion relating to corrective actions, Equus' role, and oversight.

Motion to accept the Compliance and Accountability Committee recommendations. Randy Sterns moved approval; Travis Beck seconded the motion. The motion passed by roll call vote 14-0.

Corrective Action Plan

Rod Armstrong reported that they are failing 3 of the required Youth program metrics. The goal for Youth enrollment in 2019 was not met. As a corrective action, the Compliance and Accountability Committee recommends that Equus will have 15 business days from the provision of this report to submit a corrective action plan for achieving enrollment goals and proactively working towards positive outcomes for customers. Rod Armstrong will send a memo to Equus advising them of the Board's actions.

Motion to accept the Compliance and Accountability Committee recommendations. Travis Beck moved approval; Matt Scott seconded the motion. The motion passed by roll call vote 14-0.

Service Provider Contracts

Dylan Wren reported that the current service agreements expired June 30, 2020. Agreements need renewed effective July 1, 2020. A letter of intent to contract was issued on June 26, 2020 to continue service provision.

Members had comments and questions about performance incentives and expenditures.

Motion to extend the current service provider contracts for One Stop Operator, Adult and Dislocated Worker Programs, and Youth Programs for the Year 2020. Minor modification may be made to the contract that do not affect the dollar amount. Matt Scott moved approval; Chris Callihan seconded the motion. The motion passed by roll call vote 14-0.

Funding Agreements

Dylan Wren reported that the estimated infrastructure costs are similar to last year with the exception of purchasing additional laptops and supplies for disinfectants and other COVID-19 related supplies.

Members had comments and questions about staff pay and other budget line items.

Motion to authorize Dylan Wren to negotiate agreements with One-Stop Partners. Randy Sterns moved approval; Connie Daly seconded the motion. The motion passed by roll call vote 14-0.

Amended motion to accept the 2020 Funding Agreement Budget. Matt Scott moved approval; Chris Callihan seconded the motion. The motion passed by roll call vote 14-0.

American Job Center Relocation

Carol Swigart reported that the AJC has been making several site views and virtual tours. The City bidding and procurement procedures will be followed and all bids will be considered. The plan is to begin receiving bids process by August 14, 2020, and begin reviewing by October 5, 2020, and make a recommendation by the end of October 2020.

Motion to approve allowing the bidding process to begin. Chris Callihan moved approval; Tim Bornemeier seconded the motion. The motion passed by roll call vote 14-0.

Public Comment

There was no public comment.

Upcoming Meetings

All upcoming meetings will be posted on the Workforce webpage

There being no further business, Tim Bornemeier adjourned the meeting at 10:14 a.m.

Announcements

Tim Bornemeier, Board Chair

Pat Haverty

Pat passed away on September 10. He was a valued member of our board since February 12, 2014 and will be missed.

Sue White

Sue has retired at SourceOne. She has been a member of our board since May 23, 2012.

Joshua Redfield

Josh has been nominated to fill the Nebraska Department of Labor position. Josh is the current Regional Workforce Development Manager for the Lincoln Local Office.

Bryan Seck

Bryan has been nominated to fill the Lincoln Chamber of Commerce position. He is the Director of Workforce Development and a regular attendee of our meetings.

Brenda Trice

Brenda has been nominated to fill one of the business positions. She is the Talent Acquisition Leader at CHI Health.

Stephanie Ponce

Stephanie has been nominated to fill one of the business positions. She is the President of Third Generation Builder.

Juan Breucop

Juan has been nominated to fill one of the business positions. He is the President of inExhaust – Innovative Exhaust Solutions.

Terry Eklund

Terry was the Project Director of the WIOA Title 1 Program. He has accepted a different position within Equus Workforce Solutions.

Amber Knapp

Amber is the new Project Director for our WIOA Title 1 Program. Most recently, she served as the Operations Supervisor for the Equus' Employment First contract with Nebraska Department of Health and Human Services.

Consent Agenda Items*

Dylan Wren, Workforce Administrator

Implementation of Neworks Fiscal Module and ECM*

Background: On July 31, 2020, the Workforce Board requested a corrective action plan for Equus billings based on the results of prior financial reviews. A corrective action plan was received on August 21, 2020. Only one financial review has been completed since that corrective action plan was put in place (July 2020), and while there were signs of improvement to be found in that financial review, there were not enough billings or items in the review to provide a clear indication of course correction. There remains significant concern that procedures have not been in place to address previous concerns. A recommendation to the Compliance and Accountability Committee will be submitted on October 15, 2020 with the following recommendations:

Advanced Individual Funds Tracking Module

All payments, client vouchers, individual funding limits, and client budgets will be managed in the NEworks Advanced Individual Funds Tracking Module. This will create a platform where information can be readily verified prior to a payment authorization. It will also increase transparency and accountability, and it will allow career advisors to track payments. The Administrative Entity will work with Equus to establish operating procedures. It is expected this will be implemented by January 1, 2021.

Enterprise Content Management (ECM) Portal

ECM is the content management system provided by the Nebraska Department of Labor to store and retrieve participant documentation. Career planners must upload all documentation associated with a request for payment. The Administrative Entity will work with Equus to establish operating procedures. It is expected this will be implemented by January 1, 2021.

NEworks Predictive Reports

Monthly request for reimbursement must be accompanied with predictive reports for each active quarter and program

It is proposed that the Greater Lincoln Workforce Development Board require the above actions be implemented.

Policy Revision – Accessibility + Equal Opportunity and Non-Discrimination*

Background: The current policy is due for several administrative updates. The current local policy was established July 1, 2017.

The proposed edits include:

- Combined the EO and Non-discrimination policy with the Grievance and Non-criminal Complaint policy
- Changed how the policy was written from a third-party perspective with directions to the Board to actual action steps on what to do.
- Added specific language for using NEworks and ECM for documenting and storing information.
- Added the One Stop Operator responsibility for maintaining the EO complaint log.
- Added information on the collection and storage of medically sensitive information.
- Added prohibition on retaliation and intimidation to the policy.
- Added Equal Pay and Executive Orders to the list in the Assurances section.
- Added reference to the Appeals policy and deleted appeals information in this policy.
- Deleted prohibitions under the Grievance section and referenced all the prohibitions at the beginning of the policy.
- Updated the EO is the Law poster per the NDOL example.
- Added the language options page with the phone number for the AJC

It is proposed that the Greater Lincoln Workforce Development Board adapt the revised Accessibility & Equal Opportunity and Non-Discrimination Policy.

Policy Revision - Appeals Procedures for Program Participants*

Background: The current policy is due for several administrative updates. The current local policy was established July 1, 2017.

The proposed edits include:

- Updated contact information for NDOL based on their current policy.
- Modified the time frame for responses for NDOL based on their current policy.
- Changed the reference to WIOA staff to Career Planners.

- Minor grammar/spelling corrections.
- Added the language options page with the phone number for the AJC.

It is proposed that the Greater Lincoln Workforce Development Board adapt the revised Appeals Procedures for Program Participants Policy.

Policy Revision - Rapid Response Procedures*

Background: The Nebraska Department of Labor released: *Rapid Response Services Policy* on August 23, 2019. The current local policy was established July 1, 2017. Additional clarification is needed to keep the local policy in compliance.

The proposed edits include:

- Definition of when Rapid Response services must be delivered;
- Identifies points of contact for required notifications and actions; and
- Specifies service provider role and responsibilities.

It is proposed that the Greater Lincoln Workforce Development Board adapt the revised Rapid Response Policy.

Level of Performance for PY20 & PY21*

Background: The Nebraska Department of Labor (NDOL) has completed negotiations with the US Department of Labor for state performance levels for Program Years 2020 and 2021. Tim Bornemeier, Alyssa Martin, and Dylan Wren negotiated the following levels of performance on September 15th.

Performance indicator	Adult	Dislocated Worker	Youth
Employment rate 2nd quarter after exit	79.0%	89.0%	79.0%
Employment rate 4th quarter after exit	79.0%	92.0%	78.0%
Median earnings 2nd quarter after exit	\$7,749	\$8,590	\$3,550
Credential attainment rate within 4 quarters after exit	77.0%	66.0%	55.0%
Measurable skill gains	42.0%	55.0%	50.0%

It is proposed that the Greater Lincoln Workforce Development Board accept the state negotiated levels of performance for Program Years 2020 and 2021 for WIOA Adult, Dislocated Worker, and Youth.

Strategic Initiative Committee

Jessica Bergmann, Committee Chair

Vision Initiatives*

Background: At the July 30, 2020 meeting, the workforce board reviewed a draft of the Vision Initiatives. Additional input was requested, as noted in the minutes. An email, subject line: *Vision*

Initiative: Review and Make Edits was sent to all board members on August 12 soliciting edits and comments. Below are the recommendations collected.

Option 1: We respect all work.
 Option 2: Work is Important.
 Option 3: Diversity in work is vital to individuals and our community

AND

The confidence and self-fulfillment that come with doing and earning creates dignity, purpose, and upward mobility. We measure success by our ability to bring out the best in people.

AND

Option 4: By the jobs people can find and the ways those jobs empower them to thrive, to the benefit of the employee, the employer, and the community.
 Option 5: The Workforce system exists to assist individuals in finding work, empowering them to thrive, which in turn, benefits the employer and the community.

OR

Option 6: We respect all work and all people. We build relationships to better understand and support achievement of employment and life goals. We measure success through increased skill and job placement and retention. Our community thrives when employers hire qualified workers and employees earn living wages.

OR

Option 7: We respect all work and all people. The confidence and self-fulfillment that come with doing and earning creates dignity, purpose, and upward economic mobility. We measure success by the jobs our people can find and the ways those jobs empower them to thrive, to the benefit of the employee, the employer, and the community.

OR

Option 8: We respect all work. The confidence and self-fulfillment that come with doing and earning creates dignity and upward economic mobility. We measure success by the achievement of our people. By the jobs, they can find and the quality of life those jobs offer.

Supporting employers in expanding and supporting their workforce	<p>People are the most important part of any business, and businesses are the backbone of our communities. When people thrive in a job, we all succeed. Our goal is to support employers in expanding and supporting their workforce by:</p> <ul style="list-style-type: none"> • Understanding employers' workforce needs (now and in the future); • Preparing and connecting jobseekers with those needs; • Helping employers provide opportunities for employees to learn so they can continue to thrive and be agile in their jobs in an ever-shifting landscape.
Empowering the jobseeker	<p>We help Nebraskans find jobs where they can thrive—stable, good-paying jobs with opportunities for advancement that empower them to realize their unique strengths and potential. We commit to being proactive, respectful, and innovative. We strive to make meaningful connections. We will:</p> <ul style="list-style-type: none"> • Create opportunity guides based on labor market information and future trend analysis. • Prepare jobseekers for the labor market by providing professional resume assistance, soft skills coaching, and mentoring.

	<ul style="list-style-type: none"> • Empower the jobseeker to uncover and realize their unique strengths and potential. We create the opportunity; unlocking that opportunity is on the jobseeker. • Communicate clearly (including menu of services & website redesign) and manage expectations.
Evidence-based strategies	<p>We pursue excellence by leading with vision and developing evidence-based strategies:</p> <ul style="list-style-type: none"> • Continuous improvement review for customer experience in partnership with Wichita State University and University of Nebraska – Lincoln. • Develop an opportunity guide to assist jobseekers and talent development specialists in identifying emerging jobs, in-demand jobs, and career ladders. • Identify WIOA activities that are creating positive performance outcomes and improve delivery of those that are not.
Financial education	<p>We help people earn and make money by helping them find employment. The guidance for managing that money is just as important and is often overlooked. We are committed to the complete wellbeing of our customers. We want them to thrive. We will strengthen our commitment to incorporating financial education into our service strategy. This will include creating a budget, managing debt, opening a bank account, and planning for the future.</p>
Active, intentional, and ongoing engagement	<p>Amidst an international pandemic, economic crisis, and social unrest, there are individuals that desperately need a job. We have a vital role to play. We cannot passively wait for these jobseekers to walk into our center. We must be active and intentional in reaching out to dislocated workers, low-income individuals, and diverse jobseekers. We can help jobseekers forge a path forward. We must get into the community and build stronger partnerships. We must meet people where they are. Our services are only impactful if individuals know they exist. Ongoing engagement is critical to ensuring we understand the evolving and emerging needs of jobseekers.</p>
Digital age	<p>We must improve our service strategy so that customers can access most services virtually. This will require redeveloping our website to be more intuitive; adding a chat function, scheduling assistant, and eligibility matrix; creating online resources; making our digital content accessible for visually impaired users and English language learners; making all assessments available online; using Zoom meetings; and creating direct linkages with our partners.</p>
Public observation & accountability	<p>Our work must stand proudly in the light of public observation and accountability. We are stewards of the American Job Center and the Title 1 Programs. It is our duty to maximize funding so that we can empower jobseekers and support businesses. This includes:</p> <ul style="list-style-type: none"> • Adhering to board-led monitoring schedule • Establishing PY20 budget and enrollment goals that are reconciled each month • Collecting workforce system performance outcomes quarterly • Calculating cost per customer and percent of funding used for direct aid monthly
American Job Center	<p>We offer a comprehensive array of services designed to match people with job and career opportunities. Our current center needs an overhaul. We want to create a vibrant gathering space, where jobseekers can explore careers, prepare for their next job, get job training if needed, and connect with career opportunities. This requires a stronger partnership with employers. We must invite and welcome employers to use our space. This means creating spaces for interviews and hiring events. We also want to create an inclusive and accessible place with opportunities for all. This means:</p> <ul style="list-style-type: none"> • Including assistive technology in the resource room, braille signage, accessible doors and parking. • Incorporating inclusive restroom design. • Providing a menu of services in English and Spanish, resources in languages that reflect our community, and hiring staff who can communicate in languages other than English. • Inviting companion programs to co-locate with us so we can leverage and coordinate resources to create better outcomes.

The Strategic Initiatives Committee proposes that the Greater Lincoln Workforce Development Board adopt vision initiatives as guiding principles.

Effectiveness & Continuous Improvement*

Dianne Temme, Effectiveness & Continuous Improvement Committee, Chair

Background: At the July 30, 2020 meeting, the workforce board approved a motion to start the bidding process for the evaluation of effectiveness and continuous improvement of the American Job Center and WIOA Title 1B Programs, as noted in the minutes. Dianne Temme, Jessica

Bergmann, and Dylan Wren reviewed two proposals and found Wichita State University to be the lowest, responsive, responsible bidder.

Proposed timeline	
Action item	Date
AJC Best Practices, Job Seeker Focus Group & Secret Shopper	(November 2020– December 2020– January 2021)
Report and Presentation to the Board	January 28, 2021
Partner Focus Group, & Employer Focus Group	(February 2021 – March 2021– April 2021)
Report and Presentation to the Board	April 29, 2021

The Strategic Initiatives Committee proposes that the Greater Lincoln Workforce Development Board implement the above schedule for rolling out the effectiveness and continuous improvement plan.

Regional Sector Strategies Closeout

REGIONAL WORKFORCE SERVICES PLANNING August 22, 2019 – August 21, 2020 FINAL REPORT

Deliverables

Year two of the contract between the City of Lincoln, the Greater Lincoln Workforce Development Board and Targoff Consulting continued the relationship between Consultant and the Southeast Nebraska Healthcare Partnership. As the Board's representative and a Co-Convener of the Partnership, Consultant worked to promote a targeted recruitment model using the American Job Center and WIOA employment and training services to create career paths for individuals meeting WIOA eligibility criteria. Despite on-going discussion among the Partnership's Recruitment/Talent Pipeline Team, a lack of any substantive action by the Team and the advent of the COVID-19 pandemic brought all activity to a halt.

The Partnership is currently in a hiatus status, however, the Leadership team (Industry Champions) has recently met to discuss existing hiring needs as well as interest in reconvening the full Partnership. Though a decision on the full Partnership is pending, hiring continues to be an area of need among some of the members. This is particularly true for positions in lower skill levels within the industry (CNA, Medical Assistant, Resident Assistant).

This need provides an opportunity for Greater Lincoln's WIOA program and the American Job Center to establish a proactive presence as a catalyst to place interested individual on a career path within the healthcare industry. The targeted recruitment model discussed with WIOA and AJC staff is an example of an approach that can be tailored to any industry and in partnership with training providers and employers could easily assess interest/aptitude and provide work-based learning and/or specific industry training. It is well suited to meet the needs of the healthcare industry. In addition, the model is in line with the "Ready to Work" strategy outlined in the Mayor's Economic Recovery Task Force.

As a Co-Convener of the Southeast Nebraska Healthcare Partnership, Consultant attended a number of on-line discussions on the subject of Next Generation Partnerships and the COVID-19 pandemic. Many of the Partnerships around the country have stepped up during the pandemic to play a central role in assisting industry members to meet the challenges brought on by COVID-19. WIOA entities play an integral part in these partnerships in many locales.

Although previously optimistic about the Southeast Nebraska Healthcare Partnership generating opportunity for WIOA participants, that optimism has been assuaged by the absence of any activity. This lack of activity is the result of turnover among the leadership, industry focus on responding to the COVID-19 pandemic and, in the Consultant's opinion, a rigid adherence to the Next Generation Partnership model that inhibits forward progress.

Consultant continues to believe the Southeast Healthcare Partnership can produce meaningful opportunity for the AJC and WIOA participants and encourages the Greater Lincoln Workforce Board to continue its participation in the group should the Partnership reconvene. This is especially true if the Board wishes to fulfill its role as “Lead Agency” in regional economic development as outlined in the WIOA legislation. That said, other Partnership groups that the Consultant participated in as the Board’s representative seem to have fallen by the wayside. Consultant is not aware of any activity generated out of the Regional Advanced Manufacturing Partnership – RAMP (formally the Southeast Region Manufacturing Partnership) or the Greater Omaha Healthcare Industry Partnership (GOHIP).

As required, a draft analysis of performance outcomes for the Greater Lincoln WIOA local area and Region IV of the Greater Nebraska service area was produced and delivered on May 20 (Copy Attached). Though the Service Provider is working to address performance deficiencies, challenges continue in some areas especially in the Youth and Dislocated Worker categories. The Board’s recent position to evaluate expenditures and reallocate funding in an effort to improve performance is a positive step.

Observations and Recommendations

As the nation reopens the economy, the reality of a dramatically different labor market and the new profile of those seeking employment creates a wealth of opportunities for WIOA. With a record number of individuals unemployed and/or underemployed due to the pandemic, the number of individuals meeting WIOA eligibility requirements is likely to have broadened considerably.

The Greater Lincoln Workforce Board can position itself to be a major force in meeting the needs of its participant constituency and the employer community by considering the following recommendations.

- Despite the current status of the Southeast Nebraska Healthcare Partnership, the Board should reach out to the healthcare industry to focus specific efforts aimed at meeting the industry’s hiring needs. This should include a set aside of funds targeted to support these efforts.
- Utilizing the AJC, recruitment activities should be specifically designed to meet industry needs. Though activities such as “Drive Through Job Fairs” are successful at providing information on job opportunities, this shotgun approach does little to provide a realistic assessment of an individual’s interest, understanding or aptitude toward specific occupations. In tandem with a targeted approach (as referenced in the above bullet point), successful placement of WIOA participants can happen by design rather than happenstance.
- Since the Lincoln Partnership for Economic Development (LPED) is the lead local economic development organization for the City, a strong partnership is not only essential but required by WIOA. However, the Board must bear in mind that LPED’s focus is not the same as WIOA’s. As such, participation with LPED events should consider measurable outcomes that help fulfill WIOA’s participant driven performance expectations.
- The Board should work to establish the AJC as “THE” conduit for recruitment. The Mayor’s Economic Recovery Task Force recommendations identifies the AJC as part of its “Ready to Work” strategy and entities such as LPED have helped to increase the AJC’s visibility. However, there is still a considerable lack of awareness of the AJC within the employer community. Too often in my discussions with industry representatives I have heard “I wish there was a central place for me to find out information on applicants and services”. The AJC can, and should play that role in a workforce development “system”.
- The decision to relegate Regional Economic Development Planning to a lesser priority is understandable given the need to focus on the Greater Lincoln service area. However, the Board should not lose sight of their role as the Lead Board for Regional Economic Development activities as delineated in the Act. The area defined by the Governor as the Southeast Nebraska Economic Development Region is comprised of fourteen counties many of which are the source of labor for Lincoln employers. Continuing a focus on regional efforts serves to maintain the Board’s leadership and strengthens the position of a geographic change to the Greater Lincoln service area that is compatible to the Lincoln MSA and employment commuting patterns.

I want to thank the City of Lincoln and the Greater Lincoln Workforce Development Board for the opportunity to continue my involvement over the past two years.

Respectfully Submitted
Gary Targoff,
Consultant

Strengthening Community Colleges Grant

Dylan Wren, Workforce Administrator

Southeast Community College (SCC) submitted a proposal for the Strengthening Community Colleges Grant. This grant aims to build the capacity of community colleges to collaborate with employers and the public workforce development system to meet local and regional labor market demand for a skilled workforce. The grants also build the capacity of community colleges to address challenges associated with the COVID-19 health crisis, such as expanding online and technology-enabled learning and migrating services to a virtual environment.

SCC has selected their manufacturing educational programs as the focus of their proposal. The proposal features “Earn and Learn” opportunities, that will utilize strategies such as stacked and latticed credentials, formal and/or informal apprenticeship opportunities, Credit for Prior Learning (CPL), and distance learning and hybrid course delivery. There will be opportunities to support dual credit career pathways and will include The Career Academy’s (TCA’s) and SENCAP’s manufacturing pathways within the grant activities.

A letter of support from the workforce board was submitted on September 30, 2020. The letter commits to leverage the following resources towards the betterment and success of the project: use of the American Job Center (AJC) by participants to research job opportunities and labor market information, prepare resumes and cover letters, referrals to other partners, job fairs, and any of the other resources available through the AJC.

H1-B Grant

The Lincoln Manufacturing Council (LMC), Chamber, City, Southeast Community College, and Workforce Board are exploring the possibility of submitting a proposal for the US Department of Labor H1-B Grant. The proposal would build a career ladder into the middle class. Elements would include:

Step 1 - Supporting and expanding the LMC workshop – this would create a larger pipeline for entry level jobs in the manufacturing sector.

Step 2 - Incorporate on-the-job training with a global trainer shared across businesses to help job seekers enter the middle to high skill/wage range.

Step 3 - Add post-secondary learning opportunities for incumbent workers.

Portrait Project

Portraits can evoke a sense of nobility and grandeur. This is often reserved for the social elite. The confidence and self-fulfillment that come with doing and earning creates dignity, purpose, and upward economic mobility.

We would like to tell and honor the journeys of working men and women that have been served by the American Job Center by commissioning local artists to paint portraits of some of these individuals. These portraits would be used to decorate the new American Job Center. Perhaps there is a gallery wall in the lobby/entrance that will be dedicated to these portraits to welcome people as they enter and set the tone for the center. Additionally, portraits might be hung in conference and meeting rooms. Portraits would reflect the diversity of our customers and our community. We want our customers to be able to identify with the portraits. We hope this will inspire them to use the

American Job Center to accomplish their employment goals and create a better life for themselves and their families.

Portraits would ideally be 14X16 and framed. We estimate 12 paintings would be adequate in decorating the center. Portraits would include captions telling their name and story. If the individual is/was an English language learner, the caption might be in both English and their native language. Portraits would be of the individuals in their work attire. A secondary theme for these portraits would be highlighting men and women doing jobs that might be considered non-traditional for their gender (e.g., a woman as an electrician, a man as a nurse.)

We are working with the Lincoln Arts Council and Nebraska Arts Council to identify artists and secure funding for this project. \$25,000 is the estimated cost. This would include a mural depicting work.

Website Update

Connie Daly, Website Committee, Chair

Background: At the July 30, 2020 meeting, the workforce board approved a motion to start the bidding process for the redesign of the American Job Center website, as noted in the minutes. A request for proposal was released on September 30, 2020. One proposal was submitted. The proposal was reviewed by the following board members: Leon Holloway, Connie Daly, and Tim Bornemeier and city staff: Alyssa Martin, Shirley Carlson, Justin Kohmetscher, and Dylan Wren. The proposal was found to be underwhelming. It lacked a detailed timeline, staff resumes, and compelling examples of completed projects/ proposed work. A second RFP will be issued without the requirement that the site must be hosted in the Open Cities platform.

American Job Center Relocation

Carol Swigart, Relocation Committee, Chair

Background: At the July 30, 2020 meeting, the workforce board approved a motion to start the bidding process for the relocation of the American Job Center website, as noted in the minutes. Here is the tentative schedule of events:

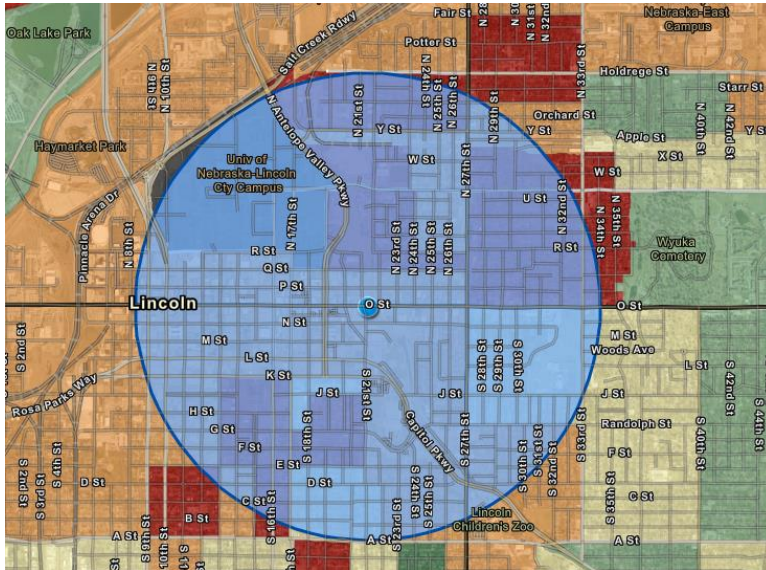
Action item	Date
Request for Proposal Issued	November 6, 2020
Last day to submit questions for clarification	Nov 22, 2020
Proposal Submittal Deadline	Dec. 2, 2020
Evaluation period	12/4-12/15
Short-list Notification (If applicable)	12/16
Interviews/Site Visits (If applicable)	12/21-12/23
Final Selection	Jan. 8, 2021
Scope of services, negotiations and fee	Jan. 9 – Jan. 25
Projected Notice to Proceed – Contract Execution	February 19, 2020

Site Selection Study

Kurt Elder, Information Intelligence/ Geographic Information System Mapping, Urban Development

Executive Summary:

I recommended the RFP boundary be a mile buffer around 21st & O St (See image below)



A viewer with much of the data that was used in this study can be found here, and in this document: <https://lincolnne.maps.arcgis.com/apps/PublicInformation/index.html?appid=5fa149b1308448d2b14b673bd23939fc>

Methodology for determining AJC RFP area:

- Kurt Elder (Urban Development, Information Intelligence/GIS) meet with Dylan Wren (Workforce Administrator) to discuss site selection criteria, and process. We agreed on a three-prong approach (A) Demographic analysis, (B) An interpolation and low impedance site selection model, and (C) A review of other priority areas to stack other federal programming efforts. Together these facets would inform the RFP area.
 - **Demographic Analysis:**
 - Refer: 'Target Analysis 1 - Weighted Total' in the map viewer
 - Refer: Image 1: Weighted Values

We used six **primary** data sets to inform the demographic analysis. Each data set was symbolized in a standard deviation (SD) method. I choose SD method to best see areas that were above the mean. In general, areas of importance are symbolized in light and dark reds.

- Minority (Race & Ethnicity)
- Civilian Workforce
- Civilian Workforce Unemployment
- Poverty
- Median Income
- 18 to 25-year-old

**18 to 25-year old's generally are our college age population. Those that live off campus are treated as any other individual in the eyes of the*

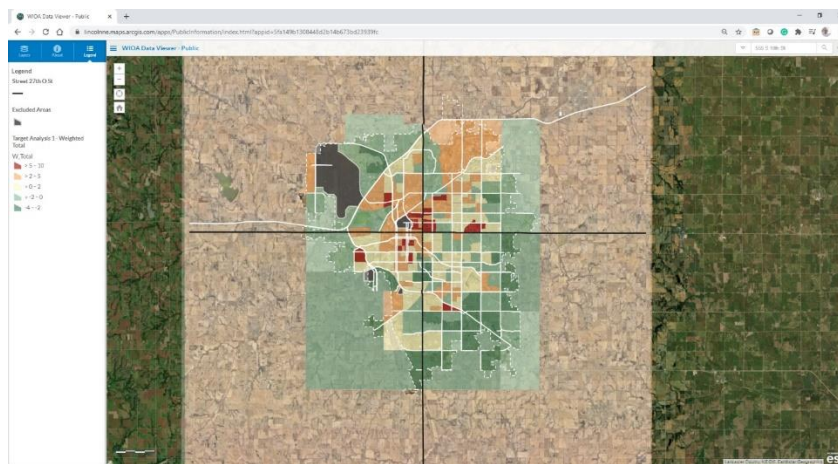
census. We acknowledge they can be classified as 'below poverty', perhaps unemployed, and depending on location can impact our minority densities.

Each of these facets were assigned an ordinal value (usually from 1-5) with the lower values indicating areas beneath the mean. In forming the weighted metric the first four pieces were added together and the last two were subtracted from the that sum.

We also used **secondary** demographic datasets to further this analysis. While they were not included in the weights, they did prompt discussion between Dylan and I which was beneficial.

- American Job Center User Density (Users were in the last calendar year)
- Percent Below 200% Poverty Level
- Predominate Education Level

Image 1: Weighted Values



○ **Modeling: Interpolation:**

- Refer: Image #2 – Interpolation Kriging Values

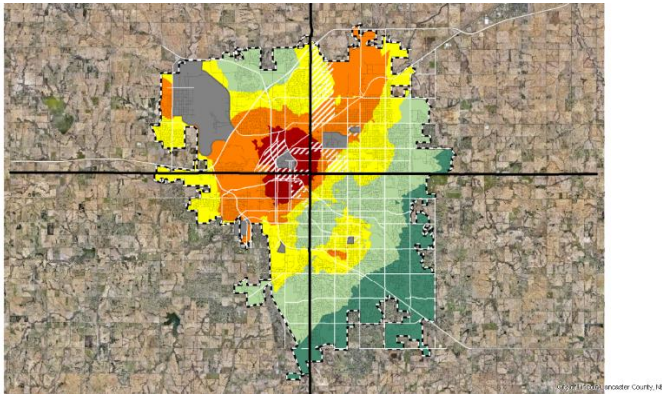
I wanted to smooth out the block boundaries and see how the weighted data would relate to its neighbor data points. We use an interpolation tool. Interpolation predicts values for cells in a raster from a limited number of sample data points. It can be used to predict unknown values for any geographic point data, such as elevation, rainfall, chemical concentrations, noise levels, and so on.

Within this tool there are several methodologies. I choose kriging. Kriging is an advanced geostatistical procedure that generates an estimated surface from a scattered set of points with z-values.

In the image below we see a dark red center than would indication, for me, an area of higher interest. Layered on top of that in a white hatch are areas where 18-25 year-olds (as a percentage of the total population) are statistically present in greater concentrations.

This method helps us to begin to define a RFP search area.

Image #2 – Interpolation Kriging Values



- **Low impedance site selection:**
 - Refer: Image #3 – User Balancing
 - Refer: Image #4 – Best Block Group Selection
 - Refer: Image #5 – Three site example

I also wanted to examine existing service levels in the last calendar year and determine which area of our community would provide the least impedance, in terms of driving time, for our community. To do this, I completed a location allocation process.

In the image below the large green dots are the centroids of zip codes. These centroids were weighted to represent the number of clients served. The smaller yellow dots represent centroids of census block groups which are scattered according to population density. The location allocation uses our existing road network to optimize the demand from the zip code centroids to a block group centroid.

In Image #4, the largest blue dot represents the best area (i.e. lowest impedance). Note: I have started the process to obtain AJC data at the block group level. I would assume this would provide for some movement of the “selected area” but nothing substantial in my opinion.

Image #3 – User Balance

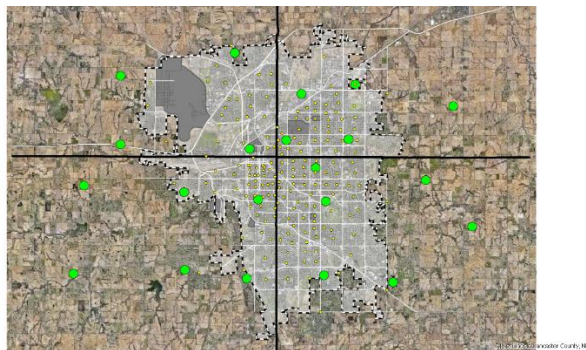


Image #4: - Best Block Group Selection

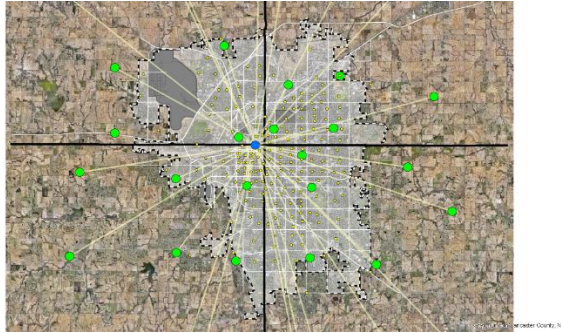
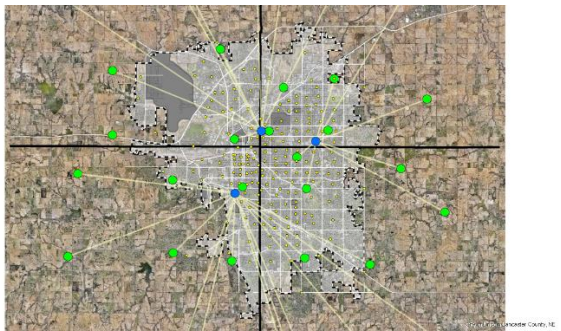


Image #5 – Three site example



Review of other priority areas:

Urban Development: 2018-2022 Community Needs Assessment

Urban Development: Priority Area, Antelope Valley

Urban Development: Priority Area, South Capitol

Community Health Endowment: Medically Underserved Areas

Urban Development: Neighborhood Revitalization Strategy Area

Urban Development: Analysis of Impediments to Fair Housing

**Fair housing is more than housing, it's also about access to opportunity*

Outcome and boundary definition:

Using my institutional knowledge, selected demographics, modeled efforts, consultation with Dylan Wren, and Bob Walla I used the low impedance point (21st & O St) and created a one mile buffer. This buffer gives enough room for bidders to search, respects the data, and other planning efforts currently in place.

Compliance & Accountability Committee

Funding Agreements*

Jessica Bergmann

Background: The American Job Center network partners are required by WIOA to fund infrastructure cost and career services/system cost. There is a total budget of \$85,646.01 for the time period of July 1, 2020 to June 30, 2021. The workforce board approved this budget at their 7-30-2020 meeting.

Jessica Bergmann was designated by the board chair to negotiate with the partners. The workforce board asked all partners to provide the total number of customers served for their program in Lancaster and Saunders Counties during the PY19 time period (July 1, 2019 - June 30, 2020). All

partners—except Adult Education—provided customers served and agreed to the methodology for distributing actual cost.

Next steps: TBD

Request for Proposals – Service Provider Contracts*

Rod Armstrong, Committee Chair

Background: The local board must select a one-stop operator and youth service provider through a competitive process every four (4) years and may also competitively select an adult and dislocated work service provider, consistent with WIOA sections 121 (d) & 123 (a) and TEGLs 15-16, 21-16. The Request for Proposal (RFP) is designed to solicit proposals from qualified vendors who will be responsible for providing Workforce Innovation and Opportunity Act (WIOA) services in the Greater Lincoln Workforce Development area.

The Mayor's Office and Administrative Entity recommend issuing separate RFP's for the 1) Youth Program, 2) Adult and Dislocated Worker Programs, & 3) One Stop Operator services.

It is proposed that the Greater Lincoln Workforce Development Board authorize the Compliance and Accountability Committee to work with the City of Lincoln's Purchasing Agent to release a request for proposal (RFP) for all WIOA services.

Financial Reviews and Corrective Action Plans

Shirley Carlson, Compliance Coordinator

Background: Based on the findings of the Financial Review Report: February 2020 and PY19 Q4 Outcomes, the Workforce Board requested a corrective action plan and that Equus participate in monthly review of payments conducted by the fiscal agent and compliance coordinator until further notice. Required action is documented in the Board Meeting Minutes (7-30-2020) and Memo: Action Required: February Financial Review (July 31, 2020).

A total of \$1,288.60 has been identified as disallowed cost as a result of this review (RE: February Financial Review - September 16, 2020). Comments and suggested edits have been provided for the Voucher Checklist and WEX Procedures submitted on 9-29-2020. Additionally, there are concerns regarding the implementation of the outreach plan submitted on 8-21-2020 (RE: Enrollment goals, including outreach plans – September 30, 2020).

Financial Review Report: October 2019

Review of financial documentation for ledger items submitted for the October 2019 WIOA billing for the Adult, Dislocated Worker, and Youth programs and WIOA staff personnel costs from Equus found **potential disallowed cost of \$3,029.47**. See attachment: Financial Review Report: October 2019. Note this review was completed in January 2020. The review was not shared with the Compliance and Accountability Committee, and no action was taken at the time.

Financial Review Report: March 2020

Review of financial documentation for ledger items submitted for the March 2020 WIOA billing for the Adult, Dislocated Worker, and Youth programs and WIOA staff personnel costs from Equus found **potential disallowed cost of \$14,352.17**. See attachment: Financial Review Report: March 2020.

Financial Review Report: July 2020

Review of financial documentation for ledger items submitted for the July 2020 WIOA billing for the Adult, Dislocated Worker, and Youth programs and WIOA staff personnel costs from Equus found **potential disallowed cost of \$30.00**. See attachment: Financial Review Report: July 2020.

Financial Review Report: August 2020

Review of financial documentation for ledger items submitted for the August 2020 WIOA billing for the Adult, Dislocated Worker, and Youth programs and WIOA staff personnel costs is in progress.

On-the-Job Training

Concerns for the efficiency and general approach for service delivery of OJTs was noted in Memo: On-the-job Training: Corrections Required (August 27, 2020). A formal response was received on September 2, 2020. Requested corrections were made in NEworks; however, successful implementation and delivery of OJTs is still in question.

Operations

Enrollments

Cherisa Price-Wells, Regional Director

Program	Goal	PY20 Q1	PY19 Q1	PY18 Q1
Adult	15	21	5	12
Dislocated Worker	21	6	5	1
Youth	27	7	8	13

Enrollment Strategy – Youth Program	
Coordination with Southeast Community Adult Basic Education	Recruit youth at the South of Downtown/AJC Hiring Event at F Street Recreation Center
Increase partnership with Community Action of Lancaster County	Increase youth referrals from Cedars Youth Services.
Ongoing coordination with Southeast Community College for short-term, stackable credentials	Coordinate with local food distribution sites/programs to distribute YESS marketing materials, potential partners include Center for People in Need, Food Bank of Lincoln, FoodNet
Ongoing coordination with Southeast Community College WRI Grant	Coordinate “pop up” marketing events at sites where disconnected/out of school youth may be present such as grocery stores, parks, housing developments, etc.)
Ongoing coordination with Southeast Community College GAP Assistance Program	Talking points/messaging campaign for Career Planners with Adult/DW enrollments and ongoing A/DW participants to identify and refer youth

Enrollment Strategy – Dislocated Worker Program	
Increase partnership with AIM Code School through awareness and streamlined referral process.	Coordinate with NDOL Unemployment Insurance Compensation for strategies such as automated WIOA communication (info sheets, link to NEworks preapplication, etc.) when claims are filed.

Ongoing partnership with TET grant through monthly meetings (grant extended through Sept 30, 2021).	Coordination with Southeast Community College Focus Program.
Coordinate with NDOL Unemployment Insurance Compensation team members to share about WIOA services, including Title 1.	Ongoing coordination with Southeast Community College for short-term, stackable credentials.
Coordinate with NDOL Unemployment Insurance Compensation for messaging campaign via email blasts regarding WIOA services, including Title I.	Ongoing coordination with Southeast Community College WRI Grant.
Provide WIOA Title 1 Training to NDOL new team members.	Coordination with Southeast Community College GAP Assistance Program.

Expenditures

Tom Lannin, Fiscal Agent

Adult Program

Personnel & Operating Exp	\$48,836.78
Participant Expenses	\$34,614.67
Total	\$83,452.45

Dislocated Worker Program

Personnel & Operating Exp	\$18,182.63
Participant Expenses	\$4,247.39
Total	\$22,430.02

Youth Program

Personnel & Operating Exp	\$64,545.55
Participant Expenses	\$12,307.79
Total	\$76,853.34

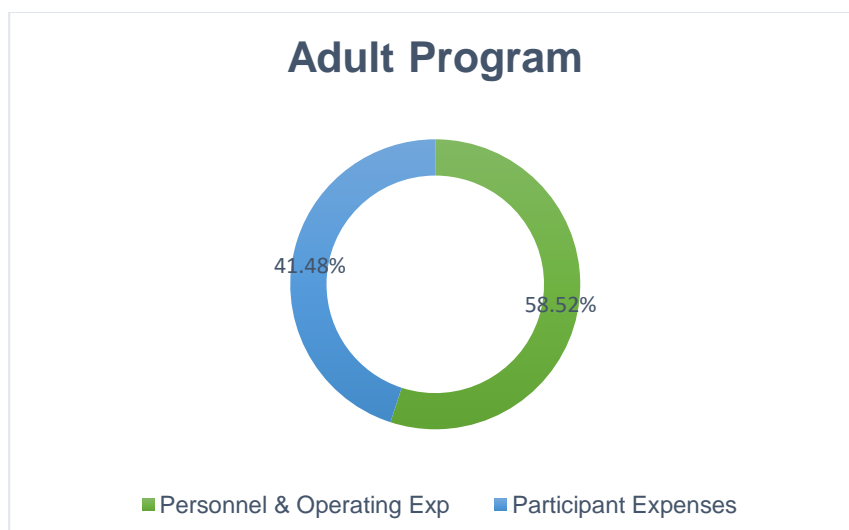
Increase Participant Expenditures – Dislocated Worker & Adult Programs	
Increase partnership with AIM Code School through awareness and streamlined referral process.	Increase employer pool for IT OJT placements.
Ongoing coordination with Southeast Community College for short-term, stackable credentials.	Increase participants participating in OJT.
Partner with Greater Lincoln Board for increased access to providers for short-term training for Certified Nurse Assistant and Medication Aide Training.	Increase participants participating in Try Out Jobs.
Ongoing partnership with CDL training providers, including SCC, JTL and Custom	Increase sites participating in Try Out Jobs.

Diesel for CDL drivers which demand is high.	
Increase participant awareness of supportive services available that corresponds with participant activity.	Increase employer pool for OJT placements.

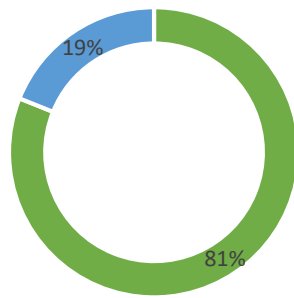
Increase Participant Expenditures – Youth Program	
AIM Code School Team Meet and Greet.	Partner with Greater Lincoln Board for increased access to providers for short-term training for Certified Nurse Assistant and Medication Aide Training.
Ongoing coordination with Southeast Community College for short-term, stackable credentials.	Increase employer pool for OJT placements.
Facilitate work-based learning opportunities with employers at South of Downtown Hiring Event.	Increase participants participating in Work Experience.
Ongoing partnership with CDL training providers, including SCC, JTL and Custom Diesel for CDL drivers which demand is high.	Increase sites participating in Work Experience (WEX).
Increase participant awareness of supportive services available that corresponds with participant activity.	Increase participants participating in On the Job Training (OJT).

Direct-Aid

Program	Goal	PY20 Q1	Rolling 12 Months
Adult	45%	41.48%	34.0%
Dislocated Worker	45%	18.94%	18.0%
Youth	45%	16.01%	ISY – 25.6%, OSY - 27.9%

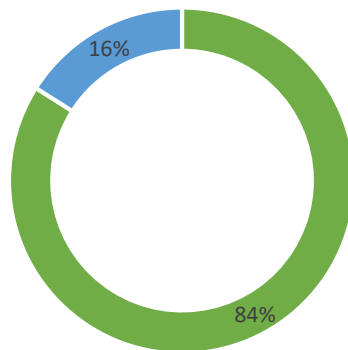


Dislocated Worker Program



■ Personnel & Operating Exp ■ Participant Expenses

Youth Program



■ Personnel & Operating Exp ■ Participant Expenses

Available Balance

Adult	\$478,778.63
DW	\$408,167.13
ISY	\$169,284.40
OSY	\$545,889.11
Total Program	\$1,602,119.27

*This includes 20% that is reserved for carry-in for the next program year.

American Job Center

Andy Huls, One Stop Operator

	PY18 Q1	PY19 Q1	Average	PY20 Q1
Individuals served:	4,209	3,633	3,921	4,145
Activities delivered:	6,267	5,431	5,849	4,767
Surveys collected:	1,511	1,224	1,368	1,450
Referrals made:	1,682	1,308	1,495	1,600
Referrals received:	1,592	1,296	1,444	1,578

Performance

Performance outcomes for PY20Q1 are not yet available.

Upcoming Meetings

Tim Bornemeier, Board Chair

All meetings will be posted on our webpage:

<https://www.lincoln.ne.gov/city/mayor/workforce/>, under Meeting Dates and Locations.

Date	Meeting	Location
December 10, 2020 at 3:30	<i>Workshop: Work Experiences & Try-Out Employment</i>	<u>Zoom</u>
January 14, 2021 at 9:00	Compliance & Accountability Committee	<u>Zoom</u>
January 14, 2021 at 10:30	Strategic Initiatives Committee	<u>Zoom</u>
January 28, 2021 at 8:30	Board	Lancaster County Health Department, Lower Level Room 212/213/214, 3131 O Street, Lincoln, NE, 68510; or <u>Zoom</u>
March 11, 2021 at 3:30	<i>Workshop: Overview of American Job Center</i>	<u>Zoom</u>
April 1, 2020	Submit Local and Regional Plan	
April 15, 2021 at 9:00	Compliance & Accountability Committee	<u>Zoom</u>
April 15, 2021 at 10:30	Strategic Initiatives Committee	<u>Zoom</u>
April 29, 2021 at 8:30	Board	Lancaster County Health Department, Lower Level Room 212/213/214, 3131 O Street, Lincoln, NE, 68510; or <u>Zoom</u>
June 10, 2021 at 3:30	<i>Workshop: Board Roles and Responsibilities</i>	<u>Zoom</u>
July 15, 2021 at 9:00	Compliance & Accountability Committee	<u>Zoom</u>
July 15, 2021 at 10:30	Strategic Initiatives Committee	<u>Zoom</u>
July 29, 2021 at 8:30	Board	Lancaster County Health Department, Lower Level Room 212/213/214, 3131 O Street, Lincoln, NE, 68510; or <u>Zoom</u>

